

ASEF-PSOM EXECUTIVE COUNCIL MEETING MINUTES

Virtual and in person, 12:00pm – 1:30 pm, Monday, February 5, 2024,
Wood Room (John Morgan Building) and Zoom

The meeting started at 12:04 called to order by Paul Lanken.

Attendance was recorded: Judith Aronchick, Frances Barg, Janice Bellace (remote), Melpo Christofidou-Solomidou, Jeffrey Field, Joel Greenberg, Fred Henretig (remote), Paul Lanken, Judith McKenzie, Ana Lia Obaid, Iris Reyes (remote), Steve Sondheimer, Joan Von Feldt, Peter Wilding, Arberetta Bowles, Jana Alrayes, Erin Rosello (remote).

Absent. Lesley Carson, John Hansen-Flaschen, Susan Heyner, Vicki Mulhern, Yvonne Paterson, Priscilla Duncan

Commented [PL1]: Please include a list of Absent members in all minutes

1. **Minutes from last meeting** – request for approval. Minutes were approved.

2. **Report and announcements by President, ASEF (Paul Lanken):**

A) Interesting results from the survey. Paul mentioned that he is a member of the nominating committee for PASEF. He submitted the names of Iris Rayes and Gail Morrisson (nominee from the Med school) agreed to be the members at large. Iris will be the first Associated Faculty member for the PASEF Council and first Hispanic background of the PASEF Council. There are about 1,500 academic-clinician (AC) track faculty in PSOM.. They will greatly outweigh all other tracks as they move to promotion. Peter asked to repeat the numbers: Paul said there are 1500 AC track faculty., Iris will retire July 1st so she will have more time to dedicate. PASEF will be asking questions on how to best engage all of the faculty but especially the AC track faculty.

B) There is a fair number of events and activities for the Spring. Talks scheduled: there is the Steve Treat talk rescheduled for April 16th; March 2nd is the Lantern Theater visit; March 8th is the AVA visit (an email with a poster was sent this morning). There is a line on the poster for donating to the AVA; Many complained they have not received the AVA email with the poster. Judith said it went out last Wednesday. Some say it went to their spam folder; She mentioned there were only 12 registered. Last year it was sold out on the same day it was posted so she was wondering if people received it. Arberetta said to check the spam folder. Then we have the 2nd annual Vicky Mulhern talk in March; the talk on relationships in retirement is in April; in May we have the Lazaretto (15th) visit capped at 40 people. Posters have not gone out yet for that;

c) We started thinking about the reception for the retirees. It will be on Monday, May 6th at 4-6 PM;

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D) Lastly, Marshal Myers is heading the membership engagement committee of PASEF. He is interested in developing a platform to host discussion groups. He has a proposal to have PASEF host/develop topics that members are interested in. PASEF has currently no presence in social media. The idea is based on the fact that the younger generation of faculty is on social media, so we need to go there to get them engaged..

3. **Report and announcements by President, PASEF (Janice Bellace):** Janice said that one thing that was mentioned here, was to understand the composition of the faculty at the SOM. To a large extent, in the non-healthcare faculty, the standing faculty dominates so much. The others tend not to. For instance, in the Wharton School there are no full-time associated faculty. Other schools may have just a few and it is very unlikely they will qualify for the status of “retired”. Because when you leave Penn, to qualify as “retired”, you need to meet the “rule of 75”, meaning you need 10 years of continuous service and be over 55 years old and, if you meet both minimums, then the total of your age and years of service must equal at least 75.. In some of these schools, full time associated faculty are highly unlikely to satisfy the rule of 75 and thus will not be eligible to “retire”.
- We need to have representation on the PASEF Council of the Associated Faculty for many reasons, such as understanding the issues regarding this track.
- Because ASEF has already received the results of their survey, PASEF would like to work with ASEF to further refine the PASEF survey. The PASEF membership engagement committee led by Marshal Meyers is seeking to understand how people want to engage.
- Additional things: PASEF would like to have a statement obliging the university to discuss with us important issues for the senior and retired faculty to be added to the official University’s Faculty Handbook. The need for this was highlighted by the changes regarding FIAP. There is nothing in the Faculty Handbook about this.
- The second thing is that when a faculty member retires, there is lack of rules about what happens to their belongings, particularly what happens to the files the person has on their computer. The IT department needs clear instructions about what happens when someone retires. A faculty member retired after 35 years, and she lost everything on the server, and she was not even notified about it. There is a gap, perhaps IT is not given instructions;
- Upcoming PASEF programs: February 29th - The hearing loss program: people don’t know where to go etc.; March 14th with Ramsey on Black music; PASEF has the Estate Planning for those with special needs talk on March 26th (JHF put that

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together); on April 6th, Olivia Mitchell, a national expert on pensions and longevity, will talk about how to handle financial planning once you retire. Olivia is concerned that, although many people are aware of the average life expectancy for the population as a whole, not many people know the life expectancy for retired professors and the financial planning you should be doing in light of that. PASEF will not have a major speaker in Spring, but they have one in September.

Regarding the PASEF Council, bylaws changes mean that there will now be more SOM participation. PASEF increased the number of members on the Council, to make it easier for more schools to be represented. They try to get a fuller view of all schools by having representatives from more schools.

Paul made a comment about the Hitchhiker's guide and asked for an update. What is the timeline moving forward? Janice said that because of the FIAP changes the fall 2023 update was delayed and just got uploaded. The update considering retired associated faculty most likely this will be for next year. She mentioned that most schools have no guidelines with regard to retired Associated faculty rights and privileges and there is nothing in the Faculty Handbook. So far, no school has a written policy on retired Associated faculty. It seems that most retired associated faculty have agreements with their chair. Peter and Janice both said that something needs to be added to the Faculty Handbook regarding rights and privileges of Associated faculty).

Peter had a couple of comments: a) He mentioned his patents were contested after he was no longer employed, and he got involved in the litigation regarding the patent. His access to facts were fundamental in this. So, a faculty member that retires doesn't just disappear. So, access to their files is important. Many people have patents and access to their computer and data is fundamental. B) The second point is regarding the hearing aid program. To what extent are we in danger of missing this, of losing some of the benefits that are written in the fine print? Janice said that at the beginning of the pandemic, Penn changed the options you have. It was written entirely for active faculty and not for retired faculty. As of this past January, they also changed the options on the dental plan. Prior to that, the dental plan for retired faculty was inferior to that of active faculty but how would you know that? It is hard to get information on that. This bring us to the point that there are a large number of retired faculty and that Penn's communication with them regarding their benefits must be better. Because many faculty seem not to have seen the communication about the hearing aid benefit, Arberetta suggested that the link to the hearing aid benefit has to be included in the next issue of Encore. Paul agreed it was a good idea.

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4. Reports by Chairs of ASEF Standing Committees:

a. Lunch Talks and Other Lectures Committee – Chair, Judith Aronchick:

- i. **Upcoming talks in Spring Semester 2024:** Paul covered that already.
- ii. So, Judith wanted to talk about the hunting for speakers for next year. There is a list of future speakers for Lunch Talks for FY25: Paul has given her some ideas for speakers. Here are some thoughts about speakers for 2025: a) Sarah Tischkoff (filed is on genetics and biology/done human genetics in African populations and tied that to specific diseases); b) Chris Thiess (does research on the microbiome); c) Conrad Corning (in neuroscience, has appointments in School Medicine and in Engineering; works on data collection, targeted medicine, etc.); d) Jonathan Epstein, now acting Dean of the Medical School (he is a geneticists/ does epigenetics). Jeff Fields talked on Epstein's expertise: He treated ischemic heart disease using CART cells or using RNA technology from Drew Weissman. He founded a startup with \$165 million venture capital funding; Ellen Pure found a CART cell against a pancreatic cancer, which is very fibrotic cancer and gets encapsulated; there is a cancer-associated fibroblast that Ellen discovered that makes the same scar tissue as in ischemic heart disease. Epstein used her CART cells to reduce scarring after a heart attack; d) Jim Hoxie who works on HIV and is now the co-director of the new Institute for [RNA Innovation](#); e) Vladimir Muzykantov working on nanoparticles. He runs a center that makes nanoparticles for people. He targets therapeutics to lung tissues using nanoparticles with antibodies on them. He works closely with Weissman to use nanoparticles to deliver the vaccines; f) Michael Kahana in the Psychology department and works on the neural basis of memory; f) Harvey Rubin and his work on vaccine delivery in Africa. He spoke in ASEF in 2018 on the importance on using refrigeration for vaccines. Paul added that he may bring us up to date on malaria vaccines; g) Jake Brenner. Melpo mentioned how he developed a COPD vest and he worked closely with Vladimir on targeting; Paul offered to talk to Vladimir; h) Another interesting idea is Abass Alavi and his work in PET scanning. Paul talked to him, and he has agreed to speak with us about whatever he is currently doing. He has over 2,000 publications; He is the most published faculty member in the history of the SOM; i) Scott Halpern. Regarding the Mulhern talk, we would like to make it Oct/Nov. The first time we had it was in Sept/Oct. Peter mentioned that one of the most attended lectures 5-6 years ago was "what is new in hips and

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knees”. We could have something like this again. A lecture that has a wide appeal “Consequences of spinal stenosis and treatment options”. Who would we talk to? Paul suggested Marvin Steinberg (hip surgeon) or David Lenrow, a spine rehab person or Paul Markow (surgical group). There are surgeons and PTs and pain management group people to reach out to. Judith will put together a list and share for people to comment and vote for desired speakers for FY25.

- iii. Preferred month for 3rd Annual Vicki Mulhern Lecture (Speaker will be Scott Halpern) is in the fall, 2024, depending on Scott’s availability.
- b. **Newsletter Committee – Chair, John Hansen-Flaschen:** JHF is not available to speak. Newsletter went out. Peter mentioned he did not see the AVA outing notice but Arberetta reassured him it was in the newsletter.
- c. **Website Committee – Chair, Joel Greenberg:** Joel mentioned that we should go to the website and make comments about what is missing or should be changed. Priscilla and Janet worked hard on the website and filled in many holes. It would be helpful for everyone to go to the website and make comments of things they do not like or is missing and send to Joel. For example, there should be a tab for the Newsletter. The History is very good. He noticed that nothing after 2018 is present. Arberetta clarified that they are still compiling more information. She will find the missing information. The group photos are not complete. Joel asked if anyone would have photos. Priscilla has reached out and is trying to find them. Paul took some photos from Kevin Volpp’s talk that we can upload. Joel mentioned the university gave us a template and we cannot put pictures side by side. Arberetta mentioned we can merge several photos together and save them as one file and upload it.
- d. **Special Events (includes the Joint Spring Reception for Retirees with PASEF and other ASEF sponsored events) – Chair, Yvonne Paterson:** Yvonne is in Australia and not on the call. Paul mentioned we need to have a working group on this and make sure we know who the invitees are and send out the invitations. Perhaps Fran can help with that group. The invitations must go out. Paul wants to see the invitations and list of invitees before they go out. He wants this for the retiree reception only, not for all the events. Paul suggested putting the “In memoriam” slides at the reception as an opportunity to show respect and honor. Perhaps even have a photo of them. Peter said to list them is an excellent idea if we do a booklet of the deceased in the preceding year. Arberetta mentioned that historically the committee divided up the bios and drafted them. Alternatively, we can send them out to each faculty or ask them to

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provide their own bio. We can ask all retirees to provide their bio. We include this in the booklet. Peter and Jeff said in the past they sent out to the faculty a template and the response was terrible. It was a frustrating job. Paul Lanken returned to the subject of the deceased, and everyone agreed that it was a good idea to mention their names at the reception. Returning to the bios issue, some faculty members don't have a web presence. We would have to make up their bios if they do not respond.

- i. NOTE: Joint Spring Reception date has been changed. It is NOW Monday, May 6, 2024 (4-6 PM) in the JMEC lobby.
 1. Timeline for reviewing list of invitees.
 2. Timeline to review and send invitations
 3. Timeline for Special Events committee to meet and plan
- ii. Update re posters/announcements, invoices, and payments for Special Events: (Priscilla and Arberetta)
 1. Lantern Theater show (Sat, March 2, 2024) (2 – 4:30)
 2. AVA visit (Friday, March 8, 2024) (11-2)
 3. Lazaretto tour and talk (Wed, May 15, 2024) (10:30 am start time)

5. Reports from Ad hoc Committees

- a. **Committee to Revise Bylaws: Fran (chair), Priscilla.** Paul mentioned that We have revised versions of the Bylaws.
 - i. Request for approval of revised by-laws by voting Council members. There was a motion to approve them with Melpo's additions/comments. There was unanimous approval. Paul will ask Priscilla to send to the ASEF membership and give them 3 weeks to respond electronically.
- b. **Membership Engagement committee (Fran and Priscilla):**
 - i. Results of survey of ASEF membership: Fran mentioned they had sent out the survey in January and had 163 responders of the survey they circulated. Fran shared slides of the results: On the second slide they asked about mentoring medical students broadly, and 43 people said they would definitely participate in that activity and 66 said they might participate. Many other activities were also popular. Second on the list was art and architecture tours and discussions and travel discussions with 29 saying "definitely" and 93 saying that they "might participate". Birding came to the bottom. Many people are interested in many different things. There were many comments. Some people said they would do a particular activity once they retire. People were also asked if they wanted a leadership role-this did not receive much

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response. We can do some of these with PASEF. For example, Janice said they wanted to form a discussion group, which is also an activity we had on our survey. Fran also had the following questions on her next slide she presented: 1) What is the denominator; 2) Should we focus on retired or actively working; 3) how many activities. Fran elaborated on her questions. She asked whether we wanted to focus on creating activities for retired people only or for actively working faculty as well? Fran will dig further into the database to analyze this more. The survey also asked about time of the day, location etc. People were willing to pay 25 to 50 dollars or even more for a particular activity. Paul asked if we know how many people on the listserv this went out to? No, we do not know the denominator, but Arberetta said the Listserv is over 1,000. Many comments from responding faculty seemed to come from working faculty. Paul mentioned that regarding the mentoring of medical students, it might be good to identify the people (we have their emails) and get them together with the leaders of the 12 free clinics that are associated with the health system (Cindy Christian, Horace Delisser, Michael Beers, Daphne Owens, etc.) and get the opportunities presented to these people. There is a big need for mentors of medical students too and it fits with the mission of ASEF. Paul said we can coordinate with PASEF for non-medical and non-clinical activities. ASEF cannot run many activities, but we can encourage them. Fred made a comment on the need to finetune information regarding who are these people and what they are willing to do. We need some clarity. For example, what is global health? Also, giving talks on health issues in our communities is less demanding and we can focus on something like that. Fran asked if we wanted to add more activities. Paul suggested having an opportunities fair in the Fall-we can have a little station where people present their education needs etc. Joan suggested forming a panel for Equity/Inclusion or having a talk on this. Some activities are easier than others. Many don't require the same level of effort. Paul asked for Council members to let Fran know if anyone wants to take the lead on a specific activity. Ana Lia, for example, is already working with libraries and education as part of PASEF, for example. We could help them with that. Ana Lia reported that they had a talk on AI. They had a fantastic speaker, She mentioned however, that for their last talk they only had 7 attendees (4 were from their own committee and 3 people from the local community). The discussion was interesting. Paul said we would revisit this.

- ii. Update status of checking on accuracy of ASEF Listserv
- c. **Community Outreach committee (Fred Henretig, chair): Nothing new to report except as described above.**

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6. List of Members of Committees (Paul Lanken)

Note: Council members are welcome to join any committee.

- a. Lunch Talks and Other Lectures Committee – Chair, Judith Aronchick. Other Members: Lesley Carson, Iris Reyes, Paul Lanken.
- b. Newsletter Committee – Chair, John Hansen-Flaschen, Other Members: Judith Aronchick, Arberetta Bowles, Melpo Christofidou-Solomidou, Fred Henretig, Susan Heyner, Judith Mckenzie, Steve Sondheimer, Joan Von Feldt.
- c. Website Committee – Chair, Joel Greenberg, Other Members: Jeff Field, Peter Wilding, Paul Lanken, John Hansen-Flaschen, Steve Sondheimer, Lesley Carson
- d. Special Events Committee – Chair, Yvonne Paterson. Other Members: Peter Wilding, Susan Heyner, Paul Lanken
- e. Ad hoc Committee to Revise Bylaws – Chair, Fran Barg. Other Members: Yvonne Paterson, Arberetta Bowles, John Hansen-Flaschen,
- f. Ad hoc Community Outreach Committee – Chair, Fred Henretig. Other Members, Judith Mckenzie, Iris Reyes, Ana Lia Obaid, Paul Lanken, Joan von Feldt
- g. Ad hoc Membership Engagement Committee: Chair, Fran Barg. Other Members: Steve Sondheimer, Paul Lanken
- h. Nominating Committee: Chair – John Hansen-Flaschen. Other Members: Yvonne Paterson, Paul Lanken.

7. Other Business

Meeting adjourned at 1:34.

Respectfully submitted,
Melpo Christofidou-Solomidou, Ph.D., ML
Secretary, ASEF Executive Council